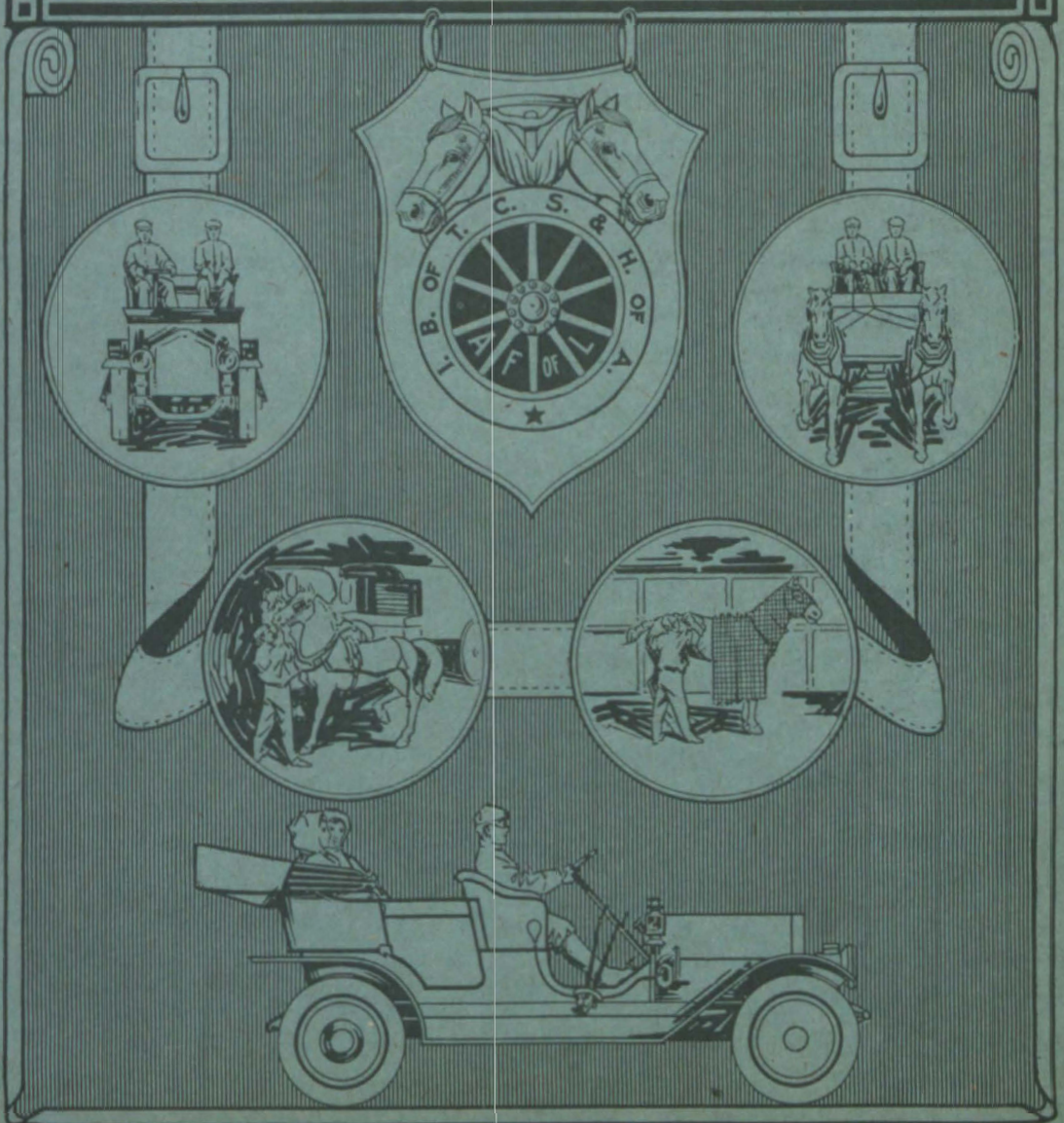


SEPTEMBER, 1917

OFFICIAL MAGAZINE OF
INTERNATIONAL BROTHERHOOD
TEAMSTERS • CHAUFFEURS
STABLEMEN AND HELPERS
OF AMERICA



Our Local Union, No. 2, of Butte, Mont., recently settled up its wage scale, obtaining a raise of from \$3.00 to \$4.50 per week. This union has made wonderful progress since its affiliation with the International. We have a splendid set of men in this union—nearly every one of them real union men, ready and willing to fight for the International Union and the principles of the American Federation of Labor. But, of course, as in all cases, there are a few who believe that the I. W. W. is the real thing, never stopping to think of what the union has done and is doing every day for them. The late excitement in Butte has given new life to this minority, but the sensible, level-headed men in our union will always be able to keep the union where it belongs—fighting side by side with the other seventy-five thousand teamsters and chauffeurs in this country.

Local Union No. 600, St. Louis, signed up its wage scale since the last issue of our Magazine, obtaining an increase in wages of \$1.50 and \$2.00 per week, and practically a union shop agreement. Of course, as usual, there were some members who believed they should get more—some men are never satisfied—but the International believes they were very fortunate in getting what they did considering the conditions that has surrounded this local recently. We must be patient; the world was not made in a day. We must creep before we walk, and besides there is always another day coming for all unions. We congratulate the local, and the men who handled the wage scale deserve great credit.

— OFFICIAL MAGAZINE —
**INTERNATIONAL BROTHERHOOD
OF TEAMSTERS CHAUFFEURS
STABLEMEN AND HELPERS.**



Vol. XIV.

SEPTEMBER, 1917

Number 10

Office of Publication
222 E. Michigan Street - - Indianapolis, Ind.
Daniel J. Tobin, Editor.

Entered as second-class matter, February 23,
1906, at the Postoffice at Indianapolis, Ind.,
under the Act of Congress of March 3, 1879.

SUBSCRIPTION RATES

Per Annum.....\$1.00 | Single Copies 10 cents.
(All orders payable in advance.)

Correspondents writing matter for the Magazine should write on one side of paper only and separate from all other business. Address all communications to International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Daniel J. Tobin, President and Editor, Room 211, 222 E. Michigan St., Indianapolis, Ind.

Published monthly by the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, under the supervision of the General Executive Board.

GENERAL EXECUTIVE BOARD

General President, DANIEL J. TOBIN, 222 E. Michigan St., Indianapolis, Ind.
Gen. Secretary-Treasurer, THOS. L. HUGHES, 222 E. Michigan St., Indianapolis, Ind.
First Vice-President, MICHAEL J. CASHAL, 781 8th Ave., New York City, N. Y.
Second Vice-President, MICHAEL CASEY, 536 Bryant St., San Francisco, Cal.
Third Vice-President, GEORGE W. KING, 117 High Ave., Cleveland, Ohio.
Fourth Vice-President, GEO. F. GOLDEN, 4201 S. Halsted St., Chicago, Ill.
Fifth Vice-President, JOHN GEARY, 1003 Beech St., St. Paul, Minn.
Sixth Vice-President, HARRY JENNINGS, 749 Dorchester Ave., Dorchester, Mass.
Seventh Vice-President, D. J. MURPHY, 2632 Caroline St., St. Louis, Mo.
General Auditor, GEO. WM. BRIGGS, 1349 Sedgwick St., Chicago, Ill.

TRUSTEES

JAS. A. WELCH, 2729 Tulane Ave., New Orleans, La.
A. J. REED, 20 W. Randolph St., Chicago, Ill.
NATHANIEL J. LANNAN, 40 Moseley St., Dorchester, Mass.

**LABOR AND THE WORLD'S
WAR**



LOCAL strikes in various parts of the country are far more prevalent than is generally realized. Their number rivals that of two years ago,

when many munition workers stopped work.

In 1915 industrial difficulties were private matters. The goods delayed had been ordered by foreign buyers. The time-honored plan of drawing a circle about the combatants and watching them fight it out seemed sensible enough.

Today the Nation is mobilized. War is its chief business. Labor troubles must not hold us back.

When Britain went to war, labor discontent was a constant handicap. It became absolutely necessary to find some plan to reduce the waste due to strikes and lockouts. Britain fighting to a finish could not allow British employers and British workingmen to fight each other to a finish. The ministry of munitions established a disputes branch. The result was remarkable.

During the first five months of 1915, 1,559,900 working days were lost through strikes. This was less than one-fourth of the loss in the same period in 1914. The figure for 1917 has dropped to 540,000. More than 100 weekly disputes are now settled without loss of time.

Better than disputes settled without suspension of work are no disputes at all. A British committee on the relations of employer and employed is now engaged in constructing a plan to eliminate the need even for mediation. Joint standing industrial councils are planned to prevent those difficulties which have been the curse of industry from coming to a head. Conditions of employment, wages, a share for the workers in the increased prosperity of an industry, technical education, proposed legislation are among the matters to be kept constantly before the councils, composed of representatives of the public, the workers and the employers. On the workers' side the representation is to be based on the trade unions concerned in the industry. The councils are planned to work with, and not against, the unions.

The United States must learn from Britain's experience in dealing with labor just as its armies are learning from the experience of the armies which have been in the trenches for three years. We have only a meager provision for the adjustment of labor disputes. Even that is not appreciated. Congress has stupidly cut the appropriation for Federal conciliators so that many of them have been discharged.

Labor has had representation in the council of national defense, but that representation has been small. Mr. Gompers has been so much alone as to give the impression that he had somehow been spirited away from the ranks of labor.

Some employers—survivals from the old strong-arm days when the accepted method of settling labor troubles was to hire gunmen to settle the laborer—seem to think that a country at war should use bayonets and machine guns whenever workers show discontent.

The human element in industry is quite too humane to be dealt with in this way. American labor is in-

tensely loyal. In that lies our industrial strength. But American labor must not be driven into a corner as were the Welsh coal miners at the outset of the war. The operators attempted to deprive the miners of some of their hard-won rights. The miners replied that they were trustees for the men who had gone to the front and would see to it that no fruit of the hard fight of labor should be lost.

Much has been said in America about safeguarding the unions. Nothing has been done about it. The plumbers on one of the cantonments were asked to give way on their working hours as a war necessity. Other workers will be asked to do likewise. All workers should have some assurance that the war will not be used to club labor.

Conservation of labor, skilled and unskilled, is quite as important as food control or economical use of freight cars. The time has come for constructing adequate machinery for the adjustment not merely of strikes but of all industrial relations. The new British plan should be revised to fit American needs: We have no time for strikes, no strength to waste on industrial bitterness.—Boston Globe.

LABOR'S FAIR SHARE

The "dignity of labor" sounds well from the rostrum, but the men and women who do the world's work and produce the world's wealth are rapidly learning that their dignity as well as their happiness depends upon their insistence on a more equitable distribution of the products of their toil. They have learned that the only way to secure anything like a fair division is by organized effort through banding together in unions for the raising of wages and the shortening of the hours of toil. Through such organized effort they have raised the standard of living for every worker.

HIS RECORD IS HIS RECOMMENDATION



WHEN a public man like Mr. Hoover is so belauded and berated it clears the atmosphere to know exactly what he has done with his talents. Mr.

Hoover has not buried his.

He began life forty-three years ago as a Quaker lad on an Iowa farm; worked his way into and through Stanford University by sheer pluck, and emerged a mining engineer. His first big job was in Australia when the country was new and where he discovered, among other things, a large mine. In 1899 the Chinese government borrowed him to become director of mines. He rolled up his sleeves and went at it with zest, exploring the country and determining how to adapt modern methods to mines which had been worked since the dawn of history.

The Boxer uprising caught Mr. Hoover in Tientsin, where he turned soldier, diplomat, tactician, firefighter and life-saver. He came through the broil a firm friend of a Chinese official whose life he had saved and who rewarded him by making him a partner in a rich coal mine. This enterprise, which proved stormy, but successful, led him to London, where he joined a firm as junior partner, only to be cleaned out completely by the frauds of the financial member of the house. Although the firm was not legally responsible Mr. Hoover declared that all the frauds should be made good, and they were, though it took a six-year grind to do it.

From that day Mr. Hoover prospered. He has conducted mining operations in South Australia, Burma, Russia, China and Central America.

The outbreak of the war found him in London. The American em-

bassy, overwhelmed with the homeward rush of American tourists, sent him a distress signal and he went to work as usual. In two months, under his direction, about 150,000 Americans were returned to their native shores.

That job was wound up in October. Then the Belgians began to call for help. Mr. Hoover organized the machinery of the relief work; he bought food on his own credit and that of his associates to a staggering extent; he built up a fleet of seventy cargo steamers at a time when the belligerent governments were cornering shipping; he raked together canal boats, barges and railroad cars for distributing supplies; at the start he decided that he would need \$5,000,000 a month for the work. Before he was through he was spending nearly that amount each week.

All this time a running fight had to be maintained against the German authorities; there was constant friction with the allied governments; loss of ships from mines and submarines; and stiff competition to obtain ships at all. There was not a day from start to finish of the commission that it was not in hot water. Mr. Hoover and his helpers swallowed exasperation enough to start a private war, and they swallowed it for the sake of a great cause—feeding Belgium.

What Mr. Hoover has done in the United States since we entered the war can hardly be given in a brief recital. He has organized the food conservation bureau so that it will become operative just as soon as the President signs the bill; he has taught us to eliminate waste in production and consumption of food; since his services began, the price of flour has dropped several dollars a barrel; his work is thought to have been largely instrumental in preventing foreign governments from obtaining con-

trol of American food supplies—and thus the list lengthens.

Like a certain famous advertisement, Mr. Hoover might say, "Our record is our recommendation;" but he does not go in for self-advertising. So persistently did he keep in the shadow in Belgium that for the first eighteen months of the war people who thanked the commission for the relief of Belgium for their very lives used to ask:

"Who's Hoover?"—Uncle Dudley.

WHAT ORGANIZATION HAS DONE

The next time some one asks you "What you have unions for," don't pity his ignorance, but take the uninformed gentleman in hand and enlighten his mind to the greatest force for good that the world's workers have ever known.

Compare the long work-day of thirty years ago to that of today. Explain to him how that at the beginning of the union labor movement, all of the different machines of labor were working from twelve to sixteen hours per day, and that now the eight-hour day is a fact in all of the organized callings, and that many of them are discussing the seven-hour day, that they may enjoy to a greater degree the good things of life.

If the unions' successful efforts in reducing the work-day is not sufficient excuse for our existence, show your friend how the workers' agitation secured our free school system and its free school books. How we have raised wages and established a vast chain of benefits. How we have forced employers to safeguard life and limb. How shop conditions are bettered by workers standing together and protecting from blacklisting the fellow who has gone to the front.

Tell him that all these gains have been made in the last fifty years. Before that time men were even

denied the right to organize. Existing laws at that time declared that three workers gathered together in one group constituted a conspiracy. But despite these obstacles men united. They formed debating societies and established labor papers. Slowly but surely they one at a time toppled over old ideas, maintained by lawmakers, professors, economists and students. Upward they have climbed out of slavery and bondage, over 2,000,000 strong. —Exchange.

A REAL HUMAN ASYLUM

If you have a nation of men who have risen to that height of moral cultivation that they will not declare war or carry arms, for they have not so much madness left in their brains, you have a nation of lovers, of benefactors, of true, great and able men. Let me know more of that nation; I shall not find them defenseless, with idle hands swinging at their sides. I shall find them men of love, honor and truth; men of an immense industry; men whose influence is felt to the end of the earth; men whose very look and voice carry the sentence of honor and shame; and all forces yield to their energy and persuasion. Whenever we see the doctrine of peace embraced by a nation, we may be assured it will not be one that invites injury; but one, on the contrary, which has a friend in the bottom of the heart of every man, even of the violent and the base; one against which no weapon can prosper; one which is looked upon as the asylum of the human race and has the tears and the blessings of mankind. — Ralph Waldo Emerson.

TREATED LIKE A DOG

Striking smeltermen at the International Smelting Company's plant have secured wage increases despite intimidating tactics of the

Second Idaho regiment, which was sent to "guard the company's property," although none of the strikers had been near the property after they suspended work.

The plant is four miles from Tooele and on one occasion twenty of the soldiers formed in line near the depot and went through the manual of arms, including bayonet thrusts.

One of the strikers made a remark about being able to take a gun away from Captain Claude V. Biggs, in command of the troop. The captain ordered the worker arrested and placarded his back and breast with the inscriptions, "I am sorry," and "I will never again insult a uniform," or similar words. Tin cans were tied to the worker and two soldiers, with fixed bayonets, marched him through the main streets, keeping the cans jingling with the points of their bayonets.

A. F. of L. Organizer Young made vigorous protest against Biggs's conduct, which is being investigated by his superior officers. State officials who were aiding the trade unionists in settling the strike when Biggs attempted to create violence, assert that if the colonel of his regiment does not punish the officious captain, the government will be asked to court-martial him.

When the strike started most of the employes were non-unionists. Since the settlement the union's membership has increased from a mere handful to over 1,000.—Weekly News Letter.

STRIKEBREAKING PAYS BETTER THAN U. S. STEEL

Breaking street car strikes—or, rather, attempting to do so—pays better than stock in the United States Steel Corporation, according to evidence before a United States Senate committee that is in-

vestigating the Washington, D. C., Railway and Electric Company strike.

The company contracted with a local detective bureau to pay strike breakers from \$5 to \$35 a day, defray all expenses to and from Washington, pay for all automobile hire, allow \$1.50 per day per man for subsistence and take care of "incidental expenses." These figures do not include the income of strike breakers who found difficulty in locating cash registers on the street cars. The company testified that it lost \$163,413 the first month of the strike. At one period of the strike the company had in its employ 1,200 men. At no other time in its history has the number exceeded 600. During the first days of the strike the company employed men discharged by it during the past five years for drunkenness, dishonesty, recklessness and incompetency.

William Blackman, conciliator of the federal department of labor, testified that he asked President King of the company for an opportunity to explain the situation to the board of directors, but King replied:

"Things are going along nicely. If you talk with the board it might upset my plans. Let it alone."

The company refused all attempts to settle the strike and United States Senator Hughes, a member of the labor group, introduced a resolution in the Senate creating the investigating committee. The highest wages paid before the strike was \$2.70 a day. The men attempted to raise wages and the company insisted on individual contracts.

WAGES NOT RESPONSIBLE FOR HIGH COAL PRICES

In its suit against West Virginia coal operators the government smashed the pet theory of

these employers that "high wages" is responsible for present coal prices.

The government presented official documents which showed that the miners have received a total increase of but 13 cents a ton in the last three years, as against a price boost by the operators ranging from \$1.75 to \$2.25 a ton.

Of the 13-cent advance 3 cents were fought for and got at one time, 5 cents at another time, and another 5 cents was granted under the April, 1917, wage agreement. —Weekly News Letter.

EXPECTATION—REALIZATION

A trade union is like a bank. If you expect to get anything out of it you must put something into it. No union can honor the drafts of a member on its support, its confidence and its moral backing unless that member gives to the union his support, his confidence and his moral backing. The union run on any other principle goes bankrupt. The blindness of many men to these elementary principles accounts for the weakness of many locals and for the indifference of many who are or have been nominally union men. These men want to reverse all the laws of nature and of business — to keep getting forever and to give never. They want the union to stand by them in their demands, to assist them in sickness, and to defend them in difficulties, and when the union fails to do this they never stop to ask whether they are entitled from what they have put into the union to the help they ask at its hands.

If you wish the maximum return on your investment in organized labor, choose that investment wisely in all its parts. Give it your financial help, not grudgingly, when your card is due, but gladly and generously when it must make a special appeal. Give it your moral support, always—not as though its

officers were seeking to take an unfair advantage of their position, but freely and frankly, as fellow craftsman. Give it your constant encouragement—not merely on the floor of the meeting room, but in the shop, theater and among non-union men. The poorest advertising organized labor gets is from its disaffected members. Give your union your presence and your counsel—not alone when the delegates to the convention are chosen, or the little "plums" are awarded, but in the transaction of all its business. There are few "plums" in the labor movement, as any officer of any local will tell you, but it is hard to make the rank and file believe this. Give the union the same loyal faith you give your wife or your church, remembering that to some men you are a mirror of organized labor and that labor will be judged by you. The man who will not have faith in a brotherhood to which he belongs is potentially a traitor to it. —Columbus Labor News.

THE ENVIOUS MEMBER

Some members get jealous of the good work their brothers are doing, and brooding over these little jealousies soon make mountains out of mole hills. They begin by finding fault with some of the actions of their more active brothers and end by criticising all of them. Jealousy, in a way, is an acknowledgment of inferiority, for you surely would not be jealous of any one under or lower than you and any one should be ashamed to acknowledge or show jealousy.

When the motto "Labor Omnia Vincit" was adopted by organized labor in all of its branches it had a far different meaning than some are wont to imply today.

"Labor Conquers All," as originally said and used by labor organizations, means that labor is the panacea for all ills. It does not mean that organized labor is going

to conquer the world by brute force of its numbers and make capital submissive to it at every turn.

There is a real sermon in the motto and living up to it is a cure for all forms of maladies within organizations, especially within local unions. The member of a local who will study and live up to that motto, and act upon it, will find himself so busy that he will not have time to get jealous of his brother, will not have time for petty envy, and will become too industrious to grow careless or indifferent to the aims and ambitions of his union.—Brewery Workers.

LABOR LAW UNCONSTITUTIONAL

The Supreme Court has held unconstitutional a law of the State of Washington making it unlawful for private employment agencies to charge fees to workmen. "To grasp the full gravity of this decision," says the New Republic, "the social background of the law must be visualized. It is sketched with detailed thoroughness in Mr. Justice Brandeis' dissenting opinion. The private employment agency has for years been recognized as one of the sore points of irritation in the industrial machine. It preys on the ignorant and the unskilled, exacting its tribute when the stress of unemployment renders them defenseless. It charges extortionate fees and performs services which are often illusory. The evidence produced by Mr. Justice Brandeis' opinion is overwhelmingly that they are subject to the grossest frauds and dishonesties. Workmen are sent on long trips to jobs which prove to be non-existent. Collusive arrangements with employers are frequent by which workmen are employed for a few days and then discharged, so that the agency can

find them new jobs and exact new tributes. The employment agency thrives on the dislocation of labor and on casual employment, and is as much interested in creating unemployment as in alleviating it. For all this there was the most ample evidence.—Weekly News Letter.

TRAINING GIRLS IN STEEL MILLS

Steel offices are already beginning to feel the effect of enlistments, and are forced to train girls for clerical positions. In the mills, as a rule, no important influence has been felt as yet.

If it is true, as reported, that there are 500,000 Italians who might be called to the colors through the Italian recruiting stations established in the United States, the effect upon the steel industry would be serious. A large proportion of the labor in the Connellsville coke region is Italian, and the coke region has been somewhat short of labor for months. The shortage has not been seriously felt, because there has not been a sufficient supply of cars to permit making all the coke the blast furnaces could use. In the steel mills there is a fairly large sprinkling of Italian labor, though the Italians are easily outnumbered by men from Balkan countries.—Pittsburgh Correspondence New York Evening Post.

HOW TO KEEP LABOR IN SOUTH

Organizations of all kinds are giving serious thought to the best way to stop labor drifting away from East Tennessee. The problem seems most intricate, but Editor Keith of the Knoxville Plain Dealer, in regulation trade union style, upsets the theorists with this advice:

"Provide steady work at living wages and the laborers will stay here. Laborers are leaving Knoxville at the beck of labor agents because they have been promised regular work at higher pay than they receive here. To keep East Tennessee labor in East Tennessee this section must raise its standard of employment and wages."

COURTING LABOR

A short half-century ago the organizations of labor in this country were looked upon with suspicion and their members treated with open, undisguised discourtesy and brusqueness by the average citizen of the United States. They were quite generally considered to be organizations instituted for the sole purpose of provoking trouble through interfering with the undisputed rights of the employer and calculated to serve no useful end whatever. Under these conditions, with popular opinion almost solidly against them, the pioneers in the movement needed courage and dogged determination to continue on the course mapped out by the clear-visioned men who saw in organization of the toilers a medium through which the wrongs from which they suffered could be righted. It was the consciousness of certain power to follow that kept them at their task and gave to the men of today the unions of achievement that are feverishly courted by those who desire to have their policies woven into the fabric of governmental reality.

A retrospective view over this short period of time shows the great changes the years have wrought. The once heartily despised organizations of labor now occupy a position that receives courtesy and friendship from those who are interested in the progress and welfare of humanity and that commands respect, and even meekness from those who are arrogant

toward the powerless. Now the influence of organized labor is sought from all sides. On every hand the sympathy and aid, influence and power of organized labor is zealously sought.

And what is the magic thing that has brought about this great change in the course of a few short years? Why is the organized worker of today accorded the respectful consideration due a man, rather than as in the old days, treated like a beast of burden?

The answer is a simple one. In unity there is strength, and the workers have had the intelligence to appreciate this fact, the courage to carry out their convictions and the stamina to successfully organize. In a single word the cause of the change is organization.

The American wage-worker is proud of his achievements in the field of organization, though he is not by any means satisfied with the present status of affairs and has not the slightest intention of slowing down in his efforts to bring his brothers still on the outside within the fold. In truth, his work has only started, the end being still but an indistinct vision in the distance.

The rule is yet "agitate, educate, organize," and the more rigidly this rule is adhered to the greater will be the influence of the workers upon the affairs of the nation and the world.

The world is moving forward rapidly, and in every corner of it labor ought to be out in front setting the pace.

PUNCTUALITY

The punctual man is a bird; he always is true to his word; he knows that the skate who is ten minutes late, is trifling and vain and absurd. He says, "I'll be with you at four;" torrents may ruthlessly pour, you know when the clock strikes the hour he will knock with his punctual fist at your door.

And you say, "He is surely a trump! I haven't much use for the chump who is evermore late, making other men wait—the place for that gent is the dump." The punctual man is a peach; he sticks to his dates like a leech; it's a pity, alas, that he hasn't a class of bone-headed sluggards to teach. He's welcome wherever he wends; the country is full of his friends; he goes by the watch and he ne'er makes a botch of his time, so he never offends. If he says he'll get married at nine, you can bet he'll be standing in line, with his beautiful bride, and the knot will be tied ere the clock is done making the sign. If he says he'll have cashed in at five, at that hour he will not be alive; you can order his shroud and assemble a crowd, clear out to the boneyard to drive. The punctual man is a jo! The biggest success that I know! He is grand and sublime, he is always on time, not late by ten minutes or so.—Selected.

STRIKEBREAKERS OBJECT

Anguish fills the souls of strikebreakers employed by the Washington Railway and Electric Company and these "free and independents" are whispering strike.

Union conductors and motormen refused to sign individual agreements and were forced on strike by this company, which refused to recognize the union or a committee of its workers. When the strikebreakers arrived they were ecstatic over conditions, especially created for them, but they have been noting that these conditions no longer exist.

This is the sorrowful tale of one "free and independent," who at last endorses the position of union street car men:

"I have presented the grievance of certain employes to President King, and we are waiting for an answer. President King insists

that the employes present their grievances individually. Most of the men feel that they are not qualified, either by education or position, to present their claims before highly paid and better educated men vested with the authority to discharge them because of their protest, provided it is not deemed unreasonable.

"No employe believes he is protected by the individual contract. One of the terms is that discipline will be maintained by warning, suspension and dismissal. Many men claim they have been dismissed for lack of discipline without being given even a warning."

THE TIRED WORKER

The tired business man is no great problem for society. The tired workingman is. The victim of fatigue is not only a menace to public health, but to public morals and national integrity. It is the victim of fatigue who takes to drink and drugs. It is the victim of fatigue who looks for unnatural excitement in place of normal recreation. It is the victim of fatigue who seeks the low forms of entertainment instead of those things which inspire and build. A tired nation is a nation without ideals. An overworked people will be a frivolous people, an intemperate people, a degenerate people. And America, now that she is drawn into the world war, needs above all to conserve all her vigor, her energy, actual and potential.—Josephine Goldmark.

INTELLIGENCE WINS

There are two things in the world, labor and intelligence, and intelligence is infinitely superior. Every workingman knows this, for the more intelligent the workingman the better the pay and the better the prospect.

FOOD SAVING—OUR HONOR SERVICE

The greatest honor system in the world is now in effect with the American people.

We are asked to cut down our portions of wheat bread, beef, mutton, pork, milk, sugar and butter and to substitute corn, oatmeal, rye, barley, fish and vegetables. Food economy is necessary to win the war.

If we were the German people we would have a real "food dictator" and the saving would be made by the very simple device of seeing that we did not get more of these foods than we were entitled to.

But we are the American people. We are a democracy.

Therefore we have no dictator, but a food administrator who finds out what is needed, and what are our supplies, and what we must send to our allies. Then he tells us what we ought to do, and every man, woman and child in the country is put upon honor as a volunteer to do it.

In just the degree that we keep faith with ourselves in this matter, we are fit to be trusted to govern ourselves.

That is food conservation in a nut shell.

AMEND COMPENSATION LAW

Hartford, Conn.—The new workmen's compensation act passed by the last general assembly, is now effective. Hereafter only seven days will have to elapse before compensation is due and the maximum compensation allowed is \$14 instead of \$10.

The commissioners are given authority and are permitted to even issue attachments against employers who violate the law. Although occupational diseases are not included the commission has the power of decision as to cause, and the right of appeal is given the worker.

WAGES AND WELFARE

To the trade unionist and the student of industrial social problems whose mind has remained opened, the wages which the workers receive are something far more important than dollars and cents. The money in the pay envelope determines the worker's health, his length of life, the opportunities which he will have to enjoy the blessings of life, and the mental and bodily strength which will be transmitted to his children.

The dollars and cents in the pay envelope determine the locality and the healthfulness of the worker's home, the conditions which will exist in it for the health and welfare of his family, the quality and quantity of their food, the quality of clothing they can wear, the character of the recreation which the family can enjoy, and very largely the opportunities for education which can be given to his children.

The whole fabric of the workman's welfare depends more largely upon the purchasing power of his wages than upon any other one condition.

When we think of the wage rate as determining health, and life itself, we have an added reason for demanding a full return for the labor which we give to industry.—Molders' Journal.

The great secret of success in any undertaking is measured by the amount of heart we put into our task. No one ever yet even swept a room thoroughly and well who went about it in a half-hearted way. To dread a thing that has to be done is to increase its hardship and double its unpleasantness. Put heart into your work and it will become like the oiled hinge to a squeaky door—all pleasantness, noiselessness and comparative ease.

EDITORIAL

(By Daniel J. Tobin.)

ANOTHER month has passed and what can we write about, except the terrible condition now confronting our country—"the War." Conditions are about the same, except that we are getting nearer the actual goal of fighting. In a few months Our Boys will be at the front and then the account of engagements, the list of those fallen in battle and the wounded. Only then will we realize the fearful conditions of war. But we are in it and we must do our best. We must win. If we lose civilization will be set back one thousand years. But there must not, there can not be any talk of losing in this great conflict. We will suffer and perhaps feel the pangs of hunger, and give up one of our loved ones, but it is for the cause of Freedom. It is sweet to suffer in such a cause. It will be the means of making us better men and women. It will bring us nearer together. Suffering may humble us; may purify us. This country needs some kind of strong medicine to cleanse it from the evils it has fallen into. The country has been going crazy in late years. Look at conditions in our large cities; witness the debauchery in the Great White Ways of the many cities of the country. Have you seen the line-up on Broadway, New York, at 11 in the evening? Or, go to San Francisco and look up and down Market street; drop into Tate's cafe just to see the crowd. The chances are, if you are a working man, you can not get by the doorman at Churchill's in New York. Boston is just as wild. There is very little difference between the Dreyfus cafe on Beach street and the fastest place in the loop district in Chicago. To sum it up, the country has been going mad. The world is, or was, before the war, becoming a world of degeneracy. The moral code had practically been eliminated. Brutality, white slavery, murder, has increased 100 per cent. in twenty-five years. The rich were getting richer and the poor were getting poorer, so, perhaps after all, we were in need of this war to save us from self-destruction which seemed certain to overtake us as it did the inhabitants of ancient Rome. But, what an awful price to pay for a continuance of civilization. It may be worth the price as we will no doubt emerge from the conflict stronger and better than we were before, both as a nation and as individuals. So let us all, then, as real Americans, put our shoulders to the wheel and do our bit. Let us show our European brothers that we, too, can fight and suffer, and, if necessary, die, so that Freedom may live.

WE are, indeed, pleased to announce to our general membership at this time that our organization is pretty thoroughly complying with the request of President Wilson, expressed through the council of national defense, which was as follows: That labor unions endeavor, as much as possible, to avoid strikes, or any disturbance that might hamper the national government in the successful prosecution of the war. At this writing we have not more than fifty men on strike throughout the entire country out of a possible membership of seventy-five thousand. This is some record, and take it from the writer that it is not all luck or an accident, because we have just as progressive

and as fiery a bunch in our membership as that of any International Union in the country. But we also have quite a few level heads in our unions who believe in fighting only when it is absolutely necessary; men who respect law and order; men who will fight only when forced to do so, and then they fight to a finish. This last-mentioned class are in the majority. We attribute to this kind of membership and to our honest, efficient officers, the fact that at this writing we have gained so much and have done it without striking or seriously inconveniencing our government, or the public, who are dependent upon the teamsters and chauffeurs of the country to keep business going. Can you imagine what the result would be if our membership in Seattle, Boston, New York, San Francisco, Chicago, St. Louis or Philadelphia, would stop work? A general paralysis of business would prevail. Untold suffering would result should the milk wagon drivers, the ice drivers, the coal teamsters or the merchandise drivers and chauffeurs quit work. A strike in any of the large cities lasting for any length of time would result in total demoralization of industry. But we are keeping quiet, with our noses to the grindstone, planning and devising ways and means to avoid trouble and consequently with the above result. What writer can picture the condition of mind of the officers of our unions when negotiating wage scales? Who but he who has gone through the mill, can understand the feelings of a business agent, the president or organizer, when conferences have ceased and there is no alternative except strike? He sees in his mind's eye the men on strike; court cases, injunctions; men shot down by hired thugs or over-officious police officers; sometimes the men in jail; very often suffering in the family. The real officer of a union looks at all sides of the question. He does not care about himself. He is vilified, slandered, unjustly charged—all this flits across his brain at night when all others are resting. Then he sees another chance to settle. He knows some honest business or professional man—perhaps he met him while working on some other wage scale years before, or perhaps his wife's grandmother was his grandmother's nurse—it does not make any difference, he starts out next morning full of hope (although his hopes may be hanging on a hair), goes to see his very dear friend and tells him how he has always been his friend, and how he dislikes to bother him, but the situation is so dangerous he thought he would come and lay the whole matter before him and assures his friend he is the only one that can stop a strike which would mean endless suffering and destruction of business (and he is telling the truth). Finally convincing him, his friend gets busy and a conference is arranged and, "glory be," there is hardly any difference between the employer and the men, a settlement is reached and all is well and every one happy. If, on the other hand, the officer is a pin-head or a drunken bully, a strike takes place, the union may win, but very often it loses and all is gone for the members are beaten into submission. Therefore, you see the necessity of selecting the right kind of officers. Talk about diplomacy or strategy—the officer in charge of handling a wage scale has to have more brains and resourcefulness than Gerard had to have in the court of the Kaiser. And then we have a two-by-four shyster employer, who got his business by cheating the poor box in church, tell us every now and then that union delegates are nothing more or less than crooks, disturbers and agitators. They insinuate, every chance they get, that the membership is being used by the officers of the union, when the truth is, the officers of the union, especially the men who handle the wage scale, are the greatest benefactors of the membership,

the employers and the public, and the majority of employers know this to be a fact. So all honor to our officers who handle the business of the union and who at this time are responsible for the condition of our union, with every one working with but a few on strike, and all complying with the wishes of President Wilson.

THE hanging of an I. W. W. organizer in Butte the other day is a crime to be deplored by every liberty-loving man. If this man was doing wrong there were laws to prosecute him. If this crime goes unpunished, they will pretty soon be hanging business agents, organizers and officers of the organizations affiliated with the American Federation of Labor. We absolutely do not have any use for the I. W. W. We have for a long time believed they were established to break up our unions and are maintained by the employers' association. But there is no excuse whatever for taking the life of one of the officers, no matter what fire he may have been throwing off. Our teaching rebels against this crime—it cries out for justice and punishment of the offenders and, in our opinion, no one was responsible for it but the large, wealthy employers of Butte, who have attempted to break up every union in that city. We may be wrong, but this is our opinion. However, they failed in their mark, if that was their intention, because the hanging of this man is the biggest boost the I. W. W.'s ever got. It gives a chance to Bill Haywood and all others of his class, who have either been kicked out of or refused membership in honest unions, to come again before the public as great heroes, leaders, men of importance in the world of Labor. We had almost forgotten that Haywood ever existed. We thought he had passed away until this crime was committed, when, lo! and behold, he still lives. He is head secretary or chief money spender of the I WON'T WORK fellows. Now what do you think of foxy, greasy, old Bill, who ran from Rochester to Chicago when a real union man went after him? Too bad this thing happened in Butte. It gives the union "busters" a chance to halloo, "We are martyrs!" for the next year or two, and the cruel part of it is that there are some soft-headed union men who will listen to them and perhaps follow them, never realizing that their doctrine is an utter impossibility, yet their leaders know this to be an absolute fact.

Although autos and trucks by the thousands will be ferried across the Atlantic to haul for the American army, and a railroad network will be laid from the sea to the American front in northern France, neither the army horse nor the mule is out of it.

With his present purchases Uncle Sam will be the world's largest horse owner. For his army of 1,000,000 men he will have to have for one year 69,056 light artillery horses, 12,176 to haul the siege guns, 180,240 for the cavalry regi-

ments already in service or forming, 22,738 for line officers and 84,044 for enlisted men who will act as mounted infantry or on other missions. For the staff officers there will be provided 11,429 horses.

Mules will be used almost exclusively for draft purposes, and the total to be obtained is 156,956.

To brand U. S. on the flank of all these animals there are 3,400 branding irons. The horses and mules will eat 1,561,152 tons of hay and haul 62,290 wagons.

CORRESPONDENCE



TORONTO, CANADA

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I am writing these lines to tell you and the rest of our local unions that Local No. 195 is still in the field and we are still struggling on. It gives me great pleasure to say that the chauffeurs and garagemen in this city are beginning to realize the need for organizing.

At our last meeting we had a very enthusiastic little group. We elected a wage scale committee and expect in a short time we will be strong enough to present a scale to our employers.

Wishing you and the rest of our members success, I remain,

Fraternally yours,

N. A. BLACKWELL,
Secretary L. U. No. 195.

SLOGAN OF EQUAL PAY FOR WOMEN

"Every labor organization in the country should be keenly interested in the welfare of women in industry," remarked a union labor man recently. "In all adaptable employments women have an equal right to positions. They should be encouraged rather than discouraged. With the transition of industry during the war period the employers, true to their well-known concepts, will endeavor to substitute women at a lower wage scale than they are now paying their male employes. It is already being done. Patriotism is the cloak with which they are endeavoring to hide their financial gains by a lower labor cost. Women are being employed in railroad shops and other forms of employ-

ment entirely unsuited to them while thousands of men are available for these positions. The opportunity which the war affords unfair and unscrupulous employers to secure cheaper labor by the employment of women should be met by vigorous action by the unions of labor in the localities where this practice is being inaugurated. Equal pay for equal work should be the slogan. Every central body in the country should provide for a standing committee to collect data in its locality relative to the employment of women. If those who are substituting women for men are not paying wages formerly paid to men a local campaign should be inaugurated against the practice and the facts given the widest possible publicity and the officers of the American Federation of Labor informed. When a nation-wide campaign for equal pay is instituted by the labor unions the results will not only be beneficial to women who will enter industry, but the standards established by the unions will largely be maintained. We should not delay our efforts. It will be infinitely easier to check a tendency than correct an abuse."

DON'T MOPE

Do you allow yourself to become absent-minded, wrapped up in a brown study? Look about you. Speak to those you have been in the habit of ignoring. Make friends with every one. Strive to touch life everywhere you can. You will accomplish your tasks better by so doing than by going forward blindly absorbed in meditation or engrossed by internal musings.

MISCELLANY



HEALTH HINTS FOR SOLDIERS

It is obvious the future belongs to the nation which has the greatest number of strong, healthy men. Sickness can not win a war. Sickness can not be made the foundation of greatness, of power and of happiness. The soldier must be "a husky." The citizen should be "a husky." Raise the number of "huskies" and the nation would be proportionately further removed from defeat.

The French have sent home from their armies over 120,000 consumptives, about 4 per cent. of all their men. They were already infected, probably in childhood, and the soldier life quickly made the processes active. The English have had to cull out only about 1 per cent. on account of consumption. The French have had no campaign against tuberculosis, they had no health cranks, or certainly not enough to start an anti-tuberculosis propaganda. The English have waged war against consumption for fifteen years. They have preached the outdoor life. "Keep fit" has been the slogan of all classes.

Still, they stuck to alcohol, and the weakness which it produces followed them. Forced to it, they are quitting this drug, and if they persist they will be stronger. The tuberculosis figures for the Germans are unknown, but they are very low. They are healthier than the French, but they are far from being as healthy as they might be, as is attested by their many hospitals, their many doctors and the great amount of medicines they produce.

The Americans have only 25 per cent. of health, if we are to judge by the number of men fit for war

service. We Americans expend \$500,000.00 annually for drugs. This is four times as much per capita as the healthy Swedes and Norwegians expend. We expend \$1,500,000,000 annually for alcohol and \$1,000,000,000 for nicotine. We buy \$50,000,000 worth of cathartics annually and \$5,000,000 worth of such awful drugs as cocaine, morphine, chloral, etc. Then, one in ten of us dies of consumption; 100,000 die annually from kidney diseases; 30,000 die from typhoid fever and other thousands from other preventable diseases.

Is it not about time we should cease this self-destruction? A suicide is mentally unbalanced. Surely we would do well to so live as to make ourselves more fit. Victory does not go to the unfit. More health would be a good slogan for America, and more health will not attend the working of women and children in our factories.—Dr. J. N. Hurty, Secretary of the State Board of Health of Indiana.

BONUS SHAM EXPOSED

Topeka, Kan.—The Atchison, Topeka and Santa Fe railroad does not include its organized employees in its bonus system and W. T. Luce, writing in the Topeka Daily Capital, says:

"The elimination of trade unionists from participation in bonus payments by railroad corporations is the finest compliment that could be paid to the organized workers, and places them in the most favorable position for negotiating their next wage agreements. The payment of bonuses belies the plea of poverty which is set up by the railroads every time a new agreement comes up for consideration. They

are placed in the ridiculous position of admitting prosperity to one class of employes and pleading poverty to another."

AS WE GIVE, WE RECEIVE

In the matter of friendship, we receive just what we give. People who go through life radiating kindness and good will draw to themselves those sentiments with the absolute certainty of a magnet attracting steel. And it is such persons who get the most out of life.

If your meetings are uninteresting, try a little self-inspection. Maybe the fault lies in you. Study the other fellow—the one who apparently extracts so much pleasure out of the sessions.

You'll find he likes the members and really looks forward to meetings. He enters the hall with a friendly smile and hand outstretched. He spends an evening with friends and carries away the knowledge that the others were glad he was there.—Ex.

Considerable has been said about hyphenated Americans during recent months, the inference conveyed by the term being that those to whom it was applied were partly Americans and partly something else. Very little, however, has been said about the most dangerous hyphenate—the dollar-American—whose allegiance is partly to his country and largely to the dollars which he can make out of it.

The dollar-American is the one who is speculating in foods and the other necessities of life, the one who is extracting two, three and four hundred per cent. profits because of the people's necessities. The dollar-American is the one who desires the government's authority to break down trade union organization so that the workers will become helpless.

The deliberate traitor is not a

greater menace to the country than the dollar-American. Unfortunately, the dollar-American is not always recognized because no one cheers for the flag or makes patriotic speeches with more apparent enthusiasm. It is the dollar-American whom the trade-unionists have to protect themselves from during the present time, for it is the dollar-Americans who are endeavoring for their own selfish interests to force intolerable conditions upon the wage earners.—Molders Journal.

The Boston highway commission's new ruling as to the mixing of alcohol and the driving of automobiles is likely to have good results. Hereafter, a man convicted of running a car while he is under the influence of liquor must not only take the pledge and keep it for a year, but must obtain a position with a responsible employer and so generally conduct himself for a year that the employer will be willing to give an endorsement of his conduct to the highway commission.

Then, if all other things are equal, his operator's license will be returned to him.

This is giving such an offender a very fair chance to redeem himself. But a second conviction should, very naturally, make it impossible for the culprit to get a license again.

Our own way of being wrong is all right in our own eyes; our neighbor's way of being wrong is offensive to all that is good in us; we are anxious, kindly anxious, to pull the mote out of his eye, never thinking of the big beam in the way of the operation. . . . Our immediate business is to be right ourselves. Until we are, even our righteous indignation is wasted.—George Macdonald.

One good thing about the draft is that the rich young married man is not exempt, if he is physically fit. The poor young married man, if he has dependents, is exempt according to the latest interpretation. This is the one time in history where money does not count—no pull, no bribery, no falsifying goes. The administration in Washington can not be bought or bluffed—even the hiding behind a skirt does not work. There is at least one satisfaction to it, if the workers must bleed, so must the rich bug shed his pampered blue blood and sit down in the trenches and eat canned beans with honest teamsters and chauffeurs. Taste the hard-tack; get hold of that Number 11 shovel in the trenches, you rich bull-dozers, and when you come back you will be better men.

Every time lately when any labor trouble has taken place it is charged immediately to German influence, or German spies or money. While in the early stages of the war, German spies did do a little work toward hampering the production of munitions and German money was spent, in most cases there is gross exaggeration. Every little strike now is charged to German influence. This is ridiculous. We remember reading in the paper early in the war a statement made by an International officer where he claimed he was offered \$100,000 to tie up or pull out his men in New York and Boston. Pure, unadulterated bunk—with a capital B. The writer knows them all and let me say to you that in his opinion the game is nothing more or less than a craving for cheap notoriety—some people love the limelight. If all that German money and all those German spies were floating around, is it not strange that not one of the officers of our International Union was ever approached by any of them? Surely our Union is as important as any of them in the transportation of munitions, supplies, etc. Our membership is large and we come in contact with every industry. Among our large membership, the German spies could have found some weak ones, but we can honestly state to you, we have never up to this time been approached in any way. So, believe me, brothers, most of that million-dollar stuff is merely an excuse to get before their members and the public, and tell them how honest they are. We have no use for the Germans—we hate and despise them, because we are Americans, and are with our government in this conflict, but what's the use of some people playing to the galleries during such serious times, when the best blood of the nation is about to be offered up on the altar of freedom?

Official Magazine
of the
International Brotherhood
of Teamsters, Chauffeurs
Stablemen *and* Helpers
of America

WEAR THE EMBLEM
of
OUR ORGANIZATION

ADVERTISE THE BUTTON AND EMBLEM



THE ABOVE CUTS REPRESENT THE

Button, Cuff Button and Watch Fob

SOLD BY THE GENERAL OFFICE

THE PRICES ARE AS FOLLOWS:

Buttons	\$.25 a piece
Cuff Buttons75 a pair
Watch Charms	1.50 a piece

All orders should be sent through the Secretary of the Local Union to

THOMAS L. HUGHES, Secretary

222 East Michigan Street

Indianapolis, Indiana